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CAREER BENEFITS DESIRED BY CIA

29 December 1951

TO: Career Service Committee  
FROM: Working Group on Career Benefits

1. Following is a tentative listing of the benefits considered desirable for CIA Employees:

- ✓ (a) Additional pay for service involving unusual hardship and hazard.
- ✓ (b) Extension of the authority contained in Confidential Funds Regulations authorizing pay, within-grade advances, and grade promotions for individuals who are detained involuntarily to include those employees paid from vouchered funds.
- ✓ (c) Applications of the principles of the United States Employees' Compensation Act to dependents of employees engaged in hazardous duties who are themselves exposed to hazard.
- ✓ (d) Death gratuity of six months' base pay to dependents of CIA employees whose death occurs in line of duty while serving overseas. Final concurrence in this item will be subject to clarification and further definition of the term "line of duty".
- ✓ (e) A more liberal retirement system.
- (f) At the present time, tentative recommendations concerning the adoption of a new or modified personnel management system in lieu of the present system, which follows provisions of the Classification Act of 1949, cannot be made pending analysis of the material on Commissioned Services now in preparation by a Task Force.

Also, there will be a considerable amount of time required for the assembly of specific reasons for change from the present system.

(g) An appropriate and adequate leave system for all overseas employees.

(h) A meritorious award system should be devised which will provide for recognition of distinguished service to the Agency as well as for new and more efficient administrative procedures. Such awards may be medals, monetary, documentary, or a combination of all three.

(i) Establishment of a CIA overseas post classifications system providing for area hardship posts, particularly where additional medical benefits may be desirable because of the nature of such a post. Benefits under a post classification system may also be provided in the form of varying lengths of tours of duty.

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2. The Working Group concurs that none of the above tentatively listed benefits can be accomplished through the issuance of administrative regulations without approval by the Director, Central Intelligence Agency.

3. An item-for-item description of the action necessary to implement benefits listed under paragraph 1 is as follows:

- ✓ (a) Item 1 (a) may be implemented with approval of the DCI.
- ✓ (b) Item 1 (b) will require legislative action prior to implementation.
- ✓ (c) Item 1 (c) may require legislative action but can be implemented under unvouchered funds with approval of the DCI. Such authority is lacking as it pertains to the handling of vouchered funds. It is therefore recommended that this item be handled as a legislative matter in order to clarify the Director's authority.
- ✓ (d) Item 1 (d) is subject to the same conditions as set forth for Item 3 (e).
- (e) Item 1 (e) will require legislative action.
- (f) Item 1 (f) concerns the possibility of new personnel management systems. Abandonment of the present policy, following provisions of the Classification Act of 1949 can be accomplished with approval of the DCI. However, it must be pointed out that the Director has written agreements between this Agency and the following Agencies providing for use of the Classification Act: Civil Service Commission, General Accounting Office, Bureau of the Budget, and various committees in Congress. The net result of these agreements indicates a need for legislative action where any major change from the present system is deemed advisable. However, certain modifications can be made on the basis of present authority of the DCI.
- ✓ (g) Item 1 (g) will require legislative action.
- ✓ (h) Item 1 (h) can be implemented with approval of the DCI, depending upon the nature of the benefits.
- ✓ (i) Item 1 (i) may be implemented with approval of the DCI, depending upon the benefits.

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